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To: Appointing Authorities and Personnel Officers
From: Gary Fogelbach, Division of Personnel
Subject: Information and Instructions for Processing the July 1, 2004 General Structure Adjustment in SAM II HR/Payroll

This is to provide information and instructions for processing the July 1, 2004 General Structure Adjustment of \$1200 per year in the SAM II HR/Payroll system, for both Table-Driven and Non Table-Driven pay situations.

Agencies with "Table-Driven Pay" in SAM II

Table-driven pay means that employees within the agency are paid from the pay rate table (PPRT) established in SAM II, based on the pay grade established for the employee's Title, and the pay step to which the employee is assigned. In such cases, the pay rates in SAM II have been adjusted to reflect the \$1200 per year General Structure Adjustment effective July 1, 2004. For employees paid on an hourly basis from the pay rate table, the hourly amount will be adjusted accordingly. For UCP agencies, the \$1200 per year increase equates to \$50 per twice-a-month pay period. On an hourly basis, the rates increased \$.58 per hour. The adjusted pay rates have been established in the SAM II system to be effective July 1, 2004.

The pay rates of employees whose pay is table-driven will be adjusted in the system. The ESMT transaction and service history entry will be generated for table-driven pay employees only. This program is scheduled to run July 9, 2004.

Among the employees receiving table-driven pay in SAM II are:

- ☐ UCP System Classified (Merit) and Covered (Non-Merit) employees
- ☐ UCP Speed-Up employees in the Department of Public Safety.
- ☐ UCP formerly Redlined employees whose adjusted pay will fall within the top step of the pay range. (Departments of Public Safety, Revenue, and Economic Development are affected.) These employees were non-table driven, but will now be table-driven. Since the maximum rate of the pay range will now capture their current pay rate, these employees should receive an adjustment to the new top step of the range to which their class is assigned. The change to table driven pay for the employees affected will need to be processed by the agency with an effective date of July 1, 2004. The step of the pay range from which the employee will be paid will need to be entered, in place of the pay

parameter. These transactions should be processed after the ESMT generation program is run beginning on July 10th.

Employees with “Non Table-Driven Pay” in SAM II

Non table-driven pay in SAM II means that the amount the employee is paid is entered as a “Pay Parameter” on the ESMT window. Employees paid in this manner are:

- ❑ UCP Merit System Classified Management (Broad Banded) employees
- ❑ UCP System Unclassified and Exempt employees (UCP exempt, not FLSA)

The Employment Status Maintenance Transaction (ESMT) to generate the salary adjustment for non table-driven pay employees in the SAM II system must be processed by the agency. A new Mobius report, Active Non-Table Driven Employees (ID ODW860), has been developed to assist in identifying these employees. If security access is needed, please request this through your agency’s normal procedures.

Applicable pay increases provided for these groups of employees will need to be calculated manually by the agency and an ESMT processed for each employee who is to receive the increase. The instructions for processing the Employment Status Maintenance Transactions for these employees follow.

Some employees are paid in a manner requiring particularly close attention. Questions about processing the Position and Employment Status Maintenance Transactions (PSMTs and ESMTs) for employees who fall into the following categories should be directed to the Pay, Leave and Reporting Section of the Division of Personnel, 751-1660.

1. UCP Covered, non-management employees in the Office of the Adjutant General of the Department of Public Safety. These are employees affected by a special tax processing situation. As these employees require two pay parameter entries, the agency must determine the pay parameter amounts based on the employee’s pay rate *after* the \$50 has been added to the total pay period rate.
2. UCP “Pink Lined” employees. These are UCP Speedup Employees paid above the pay range who will receive the General Structure Adjustment. These employees are in the Highway Patrol.
3. UCP “Red Lined” employees whose rate of pay will not fall within the maximum of the pay range are not eligible for the increase.

Instructions for Processing ESMTs for Non Table-Driven Pay Situations

The Job Assignment panel of the ESMT must have an Effective Date of July 1, 2004. The Personnel Action on the ESMT is Salary Change (SALRY). The Personnel Action Reason on the ESMT is Salary Adjustment (S09), that is, S“Zero”9.

The Pay Parameters panel of the ESMT window must indicate the Pay Type of Regular Pay (REGLR), the A/P Indicator of A, the Amount of the employee’s June 30, 2004 pay period rate increased by \$50, or the Amount of the employee’s June 30, 2004 hourly rate increased by \$.58 per hour. The Pay Parameters panel of the ESMT must also have an Effective Date of July 1, 2004.

Here is an example of how the Pay Parameters panel of the ESMT window should be completed.

The screenshot shows the 'Employment Status Maintenance' window. The 'Pay Parameters' tab is selected. The form contains the following fields:

- Employee ID: 123 - 45 - 6789
- Appointment ID: [empty]
- Alternate ID: [empty]
- Prefix: [empty]
- First: John
- Middle: A
- Last: Doe
- Suffix: [empty]
- Effective Date: 07 / 01 / 04
- Expiration Date: / /
- Original Appt Date: / /

Below the tabs, there is a table with the following data:

	Pay Type	A / P Ind	Amount / Percent	Effective Date	Expiration Date
1	REGLR	A	1050.00	07 01 04	
2					
3					
4					

Non-Table Driven Pay for Employees Established as Less Than One FTE

In Non Table-driven pay situations where the employee is exception paid and less than full-time, a Pay Class of PUS50, PUS75, etc. may be in use. For example, a Pay Class of PUS50 is used for an exception paid, 50% FTE, Non Table-driven pay employee. Please keep in mind for these situations the amount on the employee's ESMT reflects the full-time amount reduced by the FTE percentage. The employee in this situation who would earn \$1000 per pay period on a full time basis, has a Pay Parameter of \$500 per pay period on a 50% FTE basis. The General Structure Adjustment amount for this employee must also be prorated according to their FTE. For example, the full time amount of \$1050 per pay period after the General Structure Adjustment is applied would be reduced to \$525 for a 50% FTE employee. Thus, the employee's pay parameter would change from \$500 to \$525.

Timing of the General Structure Adjustment (ESMT) for the July 1, 2004 General Structure Adjustment

Because the SAM II HR/Payroll system operates sequentially, it is important to keep in mind the timing of the of the ESMT for the General Structure Adjustments in relation to other changes you may be making for an employee.

The General Structure Adjustment ESMT can be processed after July 9, 2004, effective July 1, 2004. To accomplish this for non-table driven pay situations, the agency adds \$50 to the employee's June 30, 2004 pay period rate. If another salary increase, effective before the General Structure Adjustment, is processed after the General Structure Adjustment based on the employee's June 30th rate, the second transaction would not include the July 1st increase.

Proper Sequence

Any transactions effective prior to July 1, 2004, should be processed before the General Structure Adjustment. The General Structure Adjustment transaction should be the first transaction processed effective July 1, 2004. The General Structure Adjustment is based on the employee's rate of pay as of June 30, 2004. Any transactions effective July 1, 2004 or later, should be processed after the General Structure Adjustment.

Here is an example of the correct processing sequence where the June 16th pay increase is processed before the General Structure Adjustment.

Process Date	Effective Date	Pay Rate	Description
	June 1, 2004	\$1,000	
July 7, 2004 (or before)	June 16, 2004	\$1,025	\$25 Pay Increase Based on June 1 Rate
	June 16, 2004	\$1,025	June 30, 2004 Pay Rate
July 10, 2004 (or after)	July 1, 2004	\$1,075	\$50 General Structure Adjustment
	July 1, 2004	\$1,075	July 1, 2004 Pay Rate

This processing sequence can be one of the trickier aspects of the effective dating of transactions in SAM II that we must keep in mind.

Also, the payroll cycle run for the pay period July 1 – 15, 2004 will begin July 22, 2004. The guaranteed Approval Date for UCP transactions for this pay cycle is July 16, 2004. Hopefully, this will provide ample time after July 1st to process these non table-driven pay transactions prior to the running of the pay cycle for the pay period.

If you have questions or need further assistance on the processing of the transactions, please contact the Pay, Leave, and Reporting Section of the Division of Personnel at 751-1660.

Fiscal Year 2005
Uniform Classification and Pay System Pay Grid "A"
Effective July 1, 2004

Rng	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Rng
A05			\$719.50	\$729.00	\$739.00	\$749.50	\$760.50	\$771.50	\$782.50	\$795.00	\$807.00	\$819.50	\$830.50	\$843.50	\$856.50	\$871.00	\$883.50									A05
A06			\$739.00	\$749.50	\$760.50	\$771.50	\$782.50	\$795.00	\$807.00	\$819.50	\$830.50	\$843.50	\$856.50	\$871.00	\$883.50	\$898.50	\$912.50	\$928.00								A06
A07			\$760.50	\$771.50	\$782.50	\$795.00	\$807.00	\$819.50	\$830.50	\$843.50	\$856.50	\$871.00	\$883.50	\$898.50	\$912.50	\$928.00	\$942.50	\$958.00								A07
A08			\$782.50	\$795.00	\$807.00	\$819.50	\$830.50	\$843.50	\$856.50	\$871.00	\$883.50	\$898.50	\$912.50	\$928.00	\$942.50	\$958.00	\$974.00	\$989.00	\$1,006.00							A08
A09			\$807.00	\$819.50	\$830.50	\$843.50	\$856.50	\$871.00	\$883.50	\$898.50	\$912.50	\$928.00	\$942.50	\$958.00	\$974.00	\$989.00	\$1,006.00	\$1,024.50	\$1,041.00							A09
A10			\$830.50	\$843.50	\$856.50	\$871.00	\$883.50	\$898.50	\$912.50	\$928.00	\$942.50	\$958.00	\$974.00	\$989.00	\$1,006.00	\$1,024.50	\$1,041.00	\$1,059.50	\$1,077.50							A10
A11			\$856.50	\$871.00	\$883.50	\$898.50	\$912.50	\$928.00	\$942.50	\$958.00	\$974.00	\$989.00	\$1,006.00	\$1,024.50	\$1,041.00	\$1,059.50	\$1,077.50	\$1,095.50	\$1,114.50	\$1,132.50						A11
A12				\$898.50	\$912.50	\$928.00	\$942.50	\$958.00	\$974.00	\$989.00	\$1,006.00	\$1,024.50	\$1,041.00	\$1,059.50	\$1,077.50	\$1,095.50	\$1,114.50	\$1,132.50	\$1,151.50	\$1,171.50						A12
A13				\$928.00	\$942.50	\$958.00	\$974.00	\$989.00	\$1,006.00	\$1,024.50	\$1,041.00	\$1,059.50	\$1,077.50	\$1,095.50	\$1,114.50	\$1,132.50	\$1,151.50	\$1,171.50	\$1,192.50	\$1,214.00	\$1,236.00					A13
A14				\$949.00	\$964.00	\$980.00	\$995.00	\$1,011.50	\$1,027.50	\$1,044.50	\$1,063.00	\$1,080.50	\$1,097.00	\$1,117.00	\$1,136.50	\$1,156.50	\$1,177.50	\$1,197.50	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00				A14
A15				\$980.00	\$995.00	\$1,011.50	\$1,027.50	\$1,044.50	\$1,063.00	\$1,080.50	\$1,097.00	\$1,117.00	\$1,136.50	\$1,156.50	\$1,177.50	\$1,197.50	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50				A15
A16				\$1,011.50	\$1,027.50	\$1,044.50	\$1,063.00	\$1,080.50	\$1,097.00	\$1,117.00	\$1,136.50	\$1,156.50	\$1,177.50	\$1,197.50	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50				A16
A17				\$1,044.50	\$1,063.00	\$1,080.50	\$1,097.00	\$1,117.00	\$1,136.50	\$1,156.50	\$1,177.50	\$1,197.50	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50			A17
A18				\$1,080.50	\$1,097.00	\$1,117.00	\$1,136.50	\$1,156.50	\$1,177.50	\$1,197.50	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50			A18
A19					\$1,136.50	\$1,156.50	\$1,177.50	\$1,197.50	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50			A19
A20					\$1,177.50	\$1,197.50	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00		A20
A21P					\$1,168.50	\$1,191.00	\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,358.00	\$1,384.00	\$1,411.50	\$1,440.50	\$1,468.50	\$1,497.00	\$1,525.50	\$1,555.50	\$1,587.00	\$1,620.00	\$1,652.00	\$1,686.50	\$1,731.50	A21P
A22P					\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,358.00	\$1,384.00	\$1,411.50	\$1,440.50	\$1,468.50	\$1,497.00	\$1,525.50	\$1,555.50	\$1,587.00	\$1,620.00	\$1,652.00	\$1,686.50	\$1,731.50	\$1,766.00	\$1,804.50	A22P
A23P					\$1,258.00	\$1,283.50	\$1,307.50	\$1,332.50	\$1,358.00	\$1,384.00	\$1,411.50	\$1,440.50	\$1,468.50	\$1,497.00	\$1,525.50	\$1,555.50	\$1,587.00	\$1,620.00	\$1,652.00	\$1,686.50	\$1,731.50	\$1,766.00	\$1,804.50	\$1,841.00	\$1,881.50	A23P
A24P					\$1,307.50	\$1,332.50	\$1,358.00	\$1,384.00	\$1,411.50	\$1,440.50	\$1,468.50	\$1,497.00	\$1,525.50	\$1,555.50	\$1,587.00	\$1,620.00	\$1,652.00	\$1,686.50	\$1,731.50	\$1,766.00	\$1,804.50	\$1,841.00	\$1,881.50			A24P
A21					\$1,218.50	\$1,241.00	\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	A21
A22					\$1,262.00	\$1,285.00	\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	A22
A23					\$1,308.00	\$1,333.50	\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	A23
A24					\$1,357.50	\$1,382.50	\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50			A24
A25					\$1,408.00	\$1,434.00	\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,100.00	A25
A26					\$1,461.50	\$1,490.50	\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	A26
A27					\$1,518.50	\$1,547.00	\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	A27
A28					\$1,575.50	\$1,605.50	\$1,637.00	\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	A28
A29						\$1,670.00	\$1,702.00	\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	A29
A30						\$1,736.50	\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	A30
A31						\$1,781.50	\$1,816.00	\$1,854.50	\$1,891.00	\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	\$2,627.50	A31
A32							\$1,931.50	\$1,971.00	\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	\$2,627.50	\$2,677.50	\$2,727.50	\$2,777.50	A32
A33							\$2,012.50	\$2,053.00	\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	\$2,627.50	\$2,677.50	\$2,727.50	\$2,777.50	\$2,827.50	\$2,877.50	A33
A34							\$2,097.50	\$2,140.50	\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	\$2,627.50	\$2,677.50	\$2,727.50	\$2,777.50	\$2,827.50	\$2,877.50	\$2,927.50	\$2,977.50	A34
A35							\$2,185.50	\$2,230.00	\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	\$2,627.50	\$2,677.50	\$2,727.50	\$2,777.50	\$2,827.50	\$2,877.50	\$2,927.50	\$2,977.50	\$3,027.50	\$3,077.50	A35
A36							\$2,278.50	\$2,327.00	\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	\$2,627.50	\$2,677.50	\$2,727.50	\$2,777.50	\$2,827.50	\$2,877.50	\$2,927.50	\$2,977.50	\$3,027.50	\$3,077.50	\$3,127.50	\$3,177.50	A36
A37							\$2,377.50	\$2,427.50	\$2,477.50	\$2,527.50	\$2,577.50	\$2,627.50	\$2,677.50	\$2,727.50	\$2,777.50	\$2,827.50	\$2,877.50	\$2,927.50	\$2,977.50	\$3,027.50	\$3,077.50	\$3,127.50	\$3,177.50	\$3,227.50	\$3,277.50	A37
A38							\$2,480.50	\$2,533.00	\$2,588.00	\$2,641.50	\$2,701.50	\$2,759.50	\$2,820.50	\$2,881.00	\$2,946.00	\$3,010.50	\$3,076.50	\$3,142.00	\$3,214.50	\$3,285.00	\$3,359.00	\$3,432.50	\$3,511.00	\$3,589.00	\$3,669.50	A38
A39							\$2,588.00	\$2,641.50	\$2,701.50	\$2,759.50	\$2,820.50	\$2,881.00	\$2,946.00	\$3,010.50	\$3,076.50	\$3,142.00	\$3,214.50	\$3,285.00	\$3,359.00	\$3,432.50	\$3,511.00	\$3,589.00	\$3,669.50	\$3,750.50	\$3,830.00	A39
A40							\$2,701.50	\$2,759.50	\$2,820.50	\$2,881.00	\$2,946.00	\$3,010.50	\$3,076.50	\$3,142.00	\$3,214.50	\$3,285.00	\$3,359.00	\$3,432.50	\$3,511.00	\$3,589.00	\$3,669.50	\$3,750.50	\$3,830.00	\$3,912.00	\$4,000.00	A40
A41							\$2,820.50	\$2,881.00	\$2,946.00	\$3,010.50	\$3,076.50	\$3,142.00	\$3,214.50	\$3,285.00	\$3,359.00	\$3,432.50	\$3,511.00	\$3,589.00	\$3,669.50	\$3,750.50	\$3,830.00	\$3,912.00	\$4,000.00	\$4,090.00	\$4,185.00	A41
A42							\$2,946.00	\$3,010.50	\$3,076.50	\$3,142.00	\$3,214.50	\$3,285.00	\$3,359.00	\$3,432.50	\$3,511.00	\$3,589.00	\$3,669.50	\$3,750.50	\$3,830.00	\$3,912.00	\$4,000.00	\$4,090.00	\$4,185.00	\$4,283.50	\$4,383.50	A42
A43							\$3,076.50	\$3,142.00	\$3,214.50	\$3,285.00	\$3,359.00	\$3,432.50	\$3													

Office of Administration
Division of Personnel

UCP System Pay Grid B
Effective July 1, 2004

Grid B
Twice-A-Month Rates
Annual Rates

Pay Grid B Effective July 1, 2004 - Annual Rates																	
Rng	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
B01			\$67,788	\$69,084	\$70,404	\$71,748	\$73,104	\$74,532	\$75,948	\$77,412	\$78,900	\$80,424	\$81,972	\$83,544	\$85,164	\$86,796	\$88,464
B02			\$70,404	\$71,748	\$73,104	\$74,532	\$75,948	\$77,412	\$78,900	\$80,424	\$81,972	\$83,544	\$85,164	\$86,796	\$88,464	\$90,192	\$91,932
B03			\$73,104	\$74,532	\$75,948	\$77,412	\$78,900	\$80,424	\$81,972	\$83,544	\$85,164	\$86,796	\$88,464	\$90,192	\$91,932	\$93,708	\$95,520
B04			\$75,948	\$77,412	\$78,900	\$80,424	\$81,972	\$83,544	\$85,164	\$86,796	\$88,464	\$90,192	\$91,932	\$93,708	\$95,520	\$97,392	\$99,264
B05			\$78,900	\$80,424	\$81,972	\$83,544	\$85,164	\$86,796	\$88,464	\$90,192	\$91,932	\$93,708	\$95,520	\$97,392	\$99,264	\$101,208	\$103,140
B06			\$81,972	\$83,544	\$85,164	\$86,796	\$88,464	\$90,192	\$91,932	\$93,708	\$95,520	\$97,392	\$99,264	\$101,208	\$103,140	\$105,156	\$107,208
B07			\$85,164	\$86,796	\$88,464	\$90,192	\$91,932	\$93,708	\$95,520	\$97,392	\$99,264	\$101,208	\$103,140	\$105,156	\$107,208	\$109,272	\$111,408
B08			\$88,464	\$90,192	\$91,932	\$93,708	\$95,520	\$97,392	\$99,264	\$101,208	\$103,140	\$105,156	\$107,208	\$109,272	\$111,408	\$113,580	\$115,800
B09			\$91,932	\$93,708	\$95,520	\$97,392	\$99,264	\$101,208	\$103,140	\$105,156	\$107,208	\$109,272	\$111,408	\$113,580	\$115,800	\$118,044	\$120,324
B10			\$95,520	\$97,392	\$99,264	\$101,208	\$103,140	\$105,156	\$107,208	\$109,272	\$111,408	\$113,580	\$115,800	\$118,044	\$120,324	\$122,688	\$125,088
B11			\$99,264	\$101,208	\$103,140	\$105,156	\$107,208	\$109,272	\$111,408	\$113,580	\$115,800	\$118,044	\$120,324	\$122,688	\$125,088	\$127,524	\$130,008
B12			\$103,140	\$105,156	\$107,208	\$109,272	\$111,408	\$113,580	\$115,800	\$118,044	\$120,324	\$122,688	\$125,088	\$127,524	\$130,008	\$132,552	\$135,168
B13			\$107,208	\$109,272	\$111,408	\$113,580	\$115,800	\$118,044	\$120,324	\$122,688	\$125,088	\$127,524	\$130,008	\$132,552	\$135,168	\$137,796	\$140,496
B14			\$111,408	\$113,580	\$115,800	\$118,044	\$120,324	\$122,688	\$125,088	\$127,524	\$130,008	\$132,552	\$135,168	\$137,796	\$140,496	\$143,220	\$146,040
B15			\$115,800	\$118,044	\$120,324	\$122,688	\$125,088	\$127,524	\$130,008	\$132,552	\$135,168	\$137,796	\$140,496	\$143,220	\$146,040	\$148,908	\$151,824
B16			\$120,324	\$122,688	\$125,088	\$127,524	\$130,008	\$132,552	\$135,168	\$137,796	\$140,496	\$143,220	\$146,040	\$148,908	\$151,824	\$154,800	\$157,824
B17			\$125,088	\$127,524	\$130,008	\$132,552	\$135,168	\$137,796	\$140,496	\$143,220	\$146,040	\$148,908	\$151,824	\$154,800	\$157,824	\$160,932	\$164,076
B18			\$130,008	\$132,552	\$135,168	\$137,796	\$140,496	\$143,220	\$146,040	\$148,908	\$151,824	\$154,800	\$157,824	\$160,932	\$164,076	\$167,316	\$170,616
B19			\$135,168	\$137,796	\$140,496	\$143,220	\$146,040	\$148,908	\$151,824	\$154,800	\$157,824	\$160,932	\$164,076	\$167,316	\$170,616	\$173,952	\$177,384
B20			\$140,496	\$143,220	\$146,040	\$148,908	\$151,824	\$154,800	\$157,824	\$160,932	\$164,076	\$167,316	\$170,616	\$173,952	\$177,384	\$180,876	\$184,452

The above rates reflect an increase of \$1200 effective July 1, 2004, Fiscal Year 2005.

Pay Grid B Effective July 1, 2004 - Twice-a-Month Rates																	
Rng	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q
B01			\$2,824.50	\$2,878.50	\$2,933.50	\$2,989.50	\$3,046.00	\$3,105.50	\$3,164.50	\$3,225.50	\$3,287.50	\$3,351.00	\$3,415.50	\$3,481.00	\$3,548.50	\$3,616.50	\$3,686.00
B02			\$2,933.50	\$2,989.50	\$3,046.00	\$3,105.50	\$3,164.50	\$3,225.50	\$3,287.50	\$3,351.00	\$3,415.50	\$3,481.00	\$3,548.50	\$3,616.50	\$3,686.00	\$3,758.00	\$3,830.50
B03			\$3,046.00	\$3,105.50	\$3,164.50	\$3,225.50	\$3,287.50	\$3,351.00	\$3,415.50	\$3,481.00	\$3,548.50	\$3,616.50	\$3,686.00	\$3,758.00	\$3,830.50	\$3,904.50	\$3,980.00
B04			\$3,164.50	\$3,225.50	\$3,287.50	\$3,351.00	\$3,415.50	\$3,481.00	\$3,548.50	\$3,616.50	\$3,686.00	\$3,758.00	\$3,830.50	\$3,904.50	\$3,980.00	\$4,058.00	\$4,136.00
B05			\$3,287.50	\$3,351.00	\$3,415.50	\$3,481.00	\$3,548.50	\$3,616.50	\$3,686.00	\$3,758.00	\$3,830.50	\$3,904.50	\$3,980.00	\$4,058.00	\$4,136.00	\$4,217.00	\$4,297.50
B06			\$3,415.50	\$3,481.00	\$3,548.50	\$3,616.50	\$3,686.00	\$3,758.00	\$3,830.50	\$3,904.50	\$3,980.00	\$4,058.00	\$4,136.00	\$4,217.00	\$4,297.50	\$4,381.50	\$4,467.00
B07			\$3,548.50	\$3,616.50	\$3,686.00	\$3,758.00	\$3,830.50	\$3,904.50	\$3,980.00	\$4,058.00	\$4,136.00	\$4,217.00	\$4,297.50	\$4,381.50	\$4,467.00	\$4,553.00	\$4,642.00
B08			\$3,686.00	\$3,758.00	\$3,830.50	\$3,904.50	\$3,980.00	\$4,058.00	\$4,136.00	\$4,217.00	\$4,297.50	\$4,381.50	\$4,467.00	\$4,553.00	\$4,642.00	\$4,732.50	\$4,825.00
B09			\$3,830.50	\$3,904.50	\$3,980.00	\$4,058.00	\$4,136.00	\$4,217.00	\$4,297.50	\$4,381.50	\$4,467.00	\$4,553.00	\$4,642.00	\$4,732.50	\$4,825.00	\$4,918.50	\$5,013.50
B10			\$3,980.00	\$4,058.00	\$4,136.00	\$4,217.00	\$4,297.50	\$4,381.50	\$4,467.00	\$4,553.00	\$4,642.00	\$4,732.50	\$4,825.00	\$4,918.50	\$5,013.50	\$5,112.00	\$5,212.00
B11			\$4,136.00	\$4,217.00	\$4,297.50	\$4,381.50	\$4,467.00	\$4,553.00	\$4,642.00	\$4,732.50	\$4,825.00	\$4,918.50	\$5,013.50	\$5,112.00	\$5,212.00	\$5,313.50	\$5,417.00
B12			\$4,297.50	\$4,381.50	\$4,467.00	\$4,553.00	\$4,642.00	\$4,732.50	\$4,825.00	\$4,918.50	\$5,013.50	\$5,112.00	\$5,212.00	\$5,313.50	\$5,417.00	\$5,523.00	\$5,632.00
B13			\$4,467.00	\$4,553.00	\$4,642.00	\$4,732.50	\$4,825.00	\$4,918.50	\$5,013.50	\$5,112.00	\$5,212.00	\$5,313.50	\$5,417.00	\$5,523.00	\$5,632.00	\$5,741.50	\$5,854.00
B14			\$4,642.00	\$4,732.50	\$4,825.00	\$4,918.50	\$5,013.50	\$5,112.00	\$5,212.00	\$5,313.50	\$5,417.00	\$5,523.00	\$5,632.00	\$5,741.50	\$5,854.00	\$5,967.50	\$6,085.00
B15			\$4,825.00	\$4,918.50	\$5,013.50	\$5,112.00	\$5,212.00	\$5,313.50	\$5,417.00	\$5,523.00	\$5,632.00	\$5,741.50	\$5,854.00	\$5,967.50	\$6,085.00	\$6,204.50	\$6,326.00
B16			\$5,013.50	\$5,112.00	\$5,212.00	\$5,313.50	\$5,417.00	\$5,523.00	\$5,632.00	\$5,741.50	\$5,854.00	\$5,967.50	\$6,085.00	\$6,204.50	\$6,326.00	\$6,450.00	\$6,576.00
B17			\$5,212.00	\$5,313.50	\$5,417.00	\$5,523.00	\$5,632.00	\$5,741.50	\$5,854.00	\$5,967.50	\$6,085.00	\$6,204.50	\$6,326.00	\$6,450.00	\$6,576.00	\$6,705.50	\$6,836.50
B18			\$5,417.00	\$5,523.00	\$5,632.00	\$5,741.50	\$5,854.00	\$5,967.50	\$6,085.00	\$6,204.50	\$6,326.00	\$6,450.00	\$6,576.00	\$6,705.50	\$6,836.50	\$6,971.50	\$7,109.00
B19			\$5,632.00	\$5,741.50	\$5,854.00	\$5,967.50	\$6,085.00	\$6,204.50	\$6,326.00	\$6,450.00	\$6,576.00	\$6,705.50	\$6,836.50	\$6,971.50	\$7,109.00	\$7,248.00	\$7,391.00
B20			\$5,854.00	\$5,967.50	\$6,085.00	\$6,204.50	\$6,326.00	\$6,450.00	\$6,576.00	\$6,705.50	\$6,836.50	\$6,971.50	\$7,109.00	\$7,248.00	\$7,391.00	\$7,536.50	\$7,685.50

The above rates reflect an increase of \$50 effective July 1, 2004 for Fiscal Year 2005

**Fiscal Year 2005
Uniform Classification and Pay System
Broad Banded Ranges for Managers
Effective July 1, 2004**

Annual Rates

	Min	Mkt	Max
Band 1	\$35,076	\$45,648	\$57,060
Band 2	\$41,388	\$53,088	\$68,808
Band 3	\$49,776	\$61,788	\$83,076

The above rates reflect an increase of \$1200 effective July 1, 2004, Fiscal Year 2005.

Twice-a-Month Rates

	Min	Mkt	Max
Band 1	\$1,461.50	\$1,902.00	\$2,377.50
Band 2	\$1,724.50	\$2,212.00	\$2,867.00
Band 3	\$2,074.00	\$2,574.50	\$3,461.50

The above rates reflect an increase of \$50 effective July 1, 2004, Fiscal Year 2005.